

A decorative graphic on the left side of the slide consists of a grid of colored squares. The squares are arranged in a pattern that tapers to the left. The colors include light blue, medium blue, and a bright green. The squares are arranged in a way that they overlap, creating a sense of depth and movement.

# Progressive Employment

## Initial Findings



# Evaluation of Progressive Employment

- ARRA gave VT a unique opportunity to test large scale implementation.
- April 2009 \$450,000 set aside for progressive employment
- Since April 2009
  - 485 VR consumers have participated
  - 582 individual requests
  - 86 cases with multiple placements





# Evaluation of Progressive Employment

## Alternative Placement Types Breakout:

Work Experiences:	438	75%
OJT:	92	16%
Temp to Hire:	14	2%
Other (job shadow, tour)	38	7%





# Evaluation of Progressive Employment

Too early to evaluate impact on whole cohort but preliminary results are encouraging

Total number of VR participants:	485
Total Closed as of 8/29/10:	153
Total Rehabs after Alt Placement:	110
Rehab Rate:	72%





# Evaluation of Progressive Employment

Average Length: 6 weeks

Average Cost Per Alt Placement: \$ 678

Hired by Alt Placement Employer: 73 (66%)

Total earned if jobs maintained for 1 year

**\$1,354,130**

Total ARRA funds invested for those Rehabs

**\$86,326**





# Evaluation of Progressive Employment

## Employment Status at VR Application:

Entered VR with No Earnings	78%
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Entered VR with Earnings	22%
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## Employment Status at VR Rehab:

Working 30+ Hours per Week	45%
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Working 10-29 Hours per Week	38%
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Working <10 Hours per Week	17%
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# What we've learned

- Excellent tool for candidates with multiple barriers
- Cost-effective
- Positive ROI considerations for VR
- Also a great tool for assessment, career choice and for building:
  - Skills
  - Experience
  - Reference(s)





# Employer Engagement



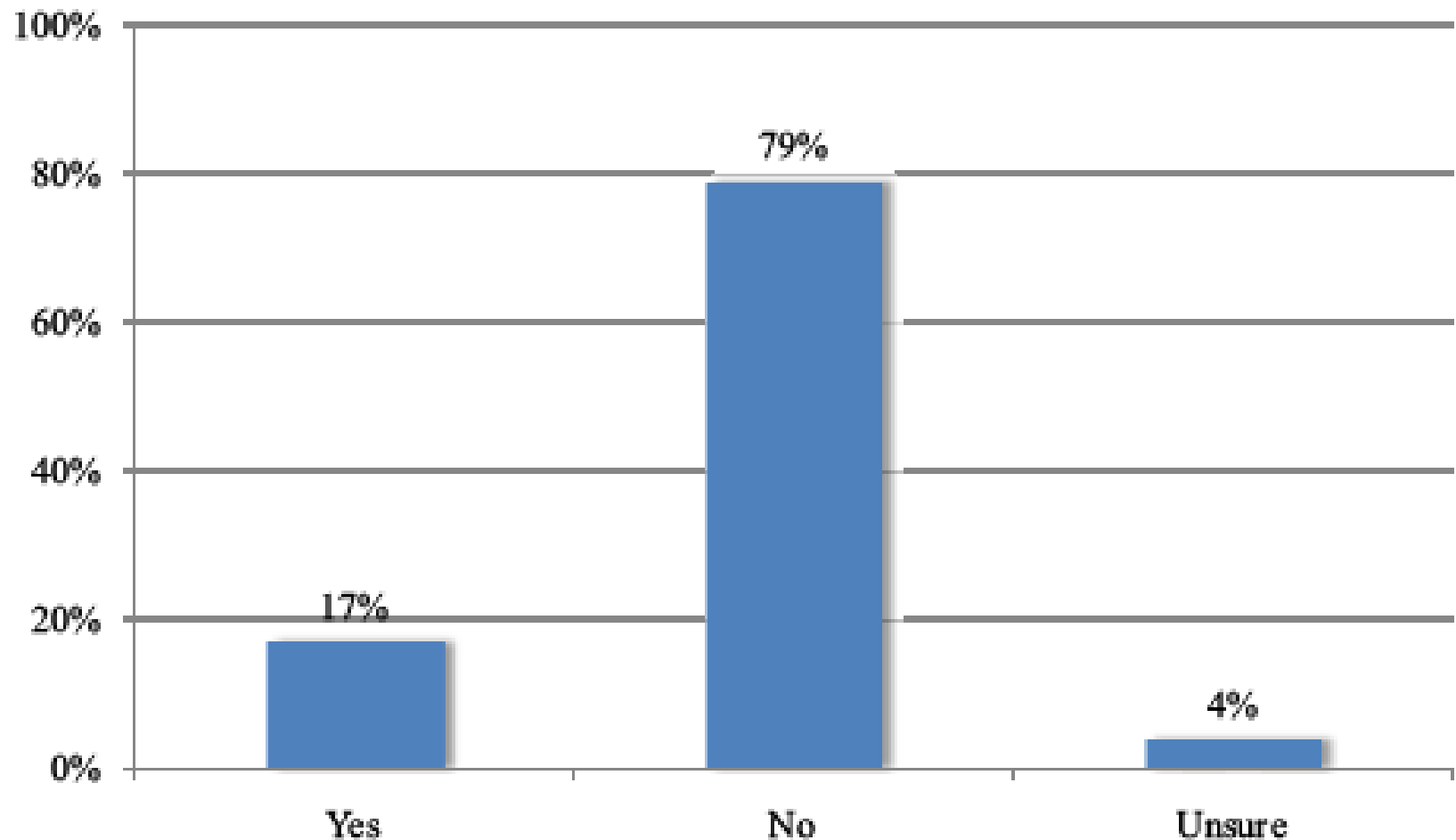


# Employer Survey

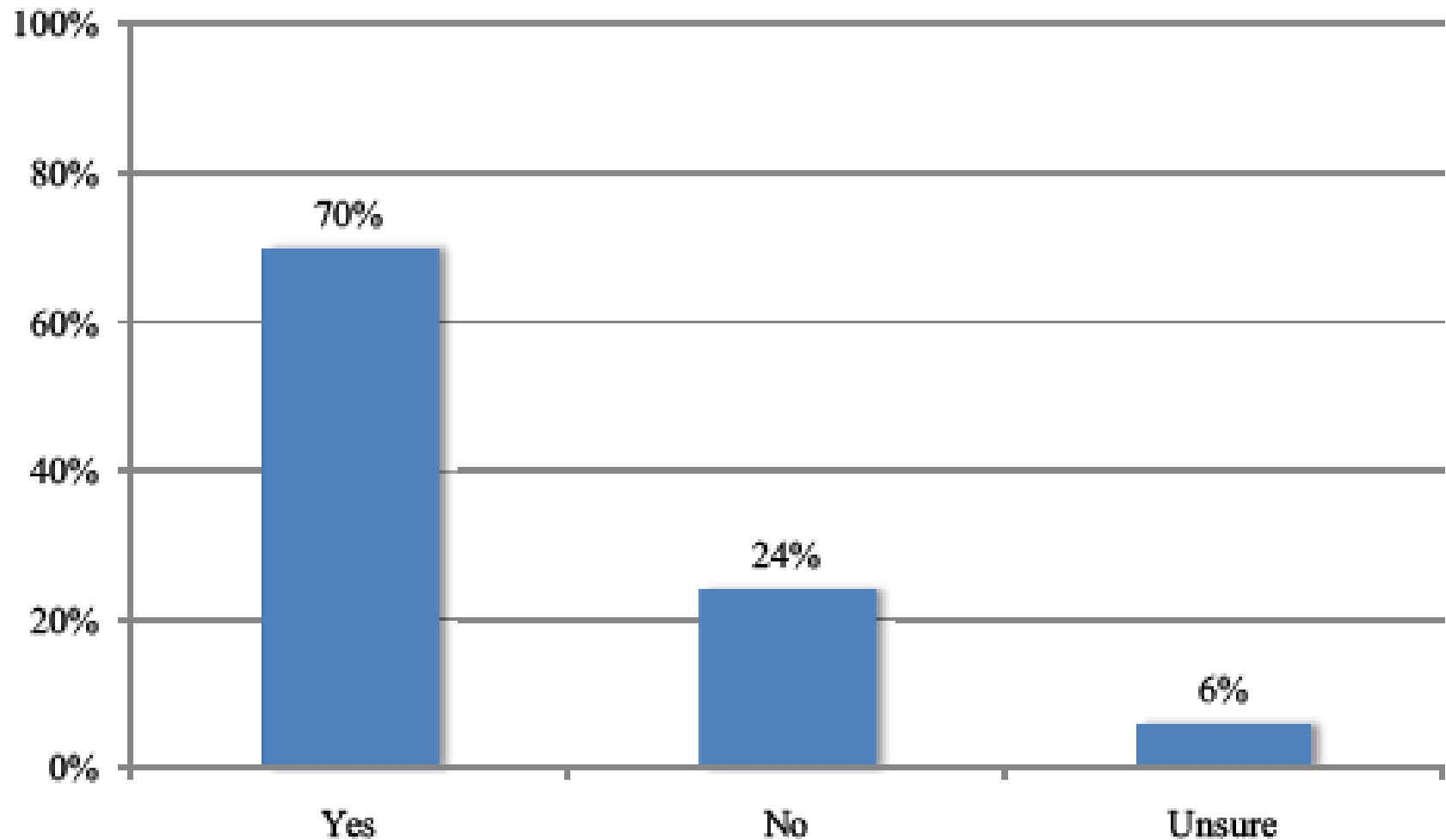
- 100 employers involved in alternative placements were surveyed
- Third-party company conducted the survey
- 63% response rate
- Respondent cooperation rate 84%



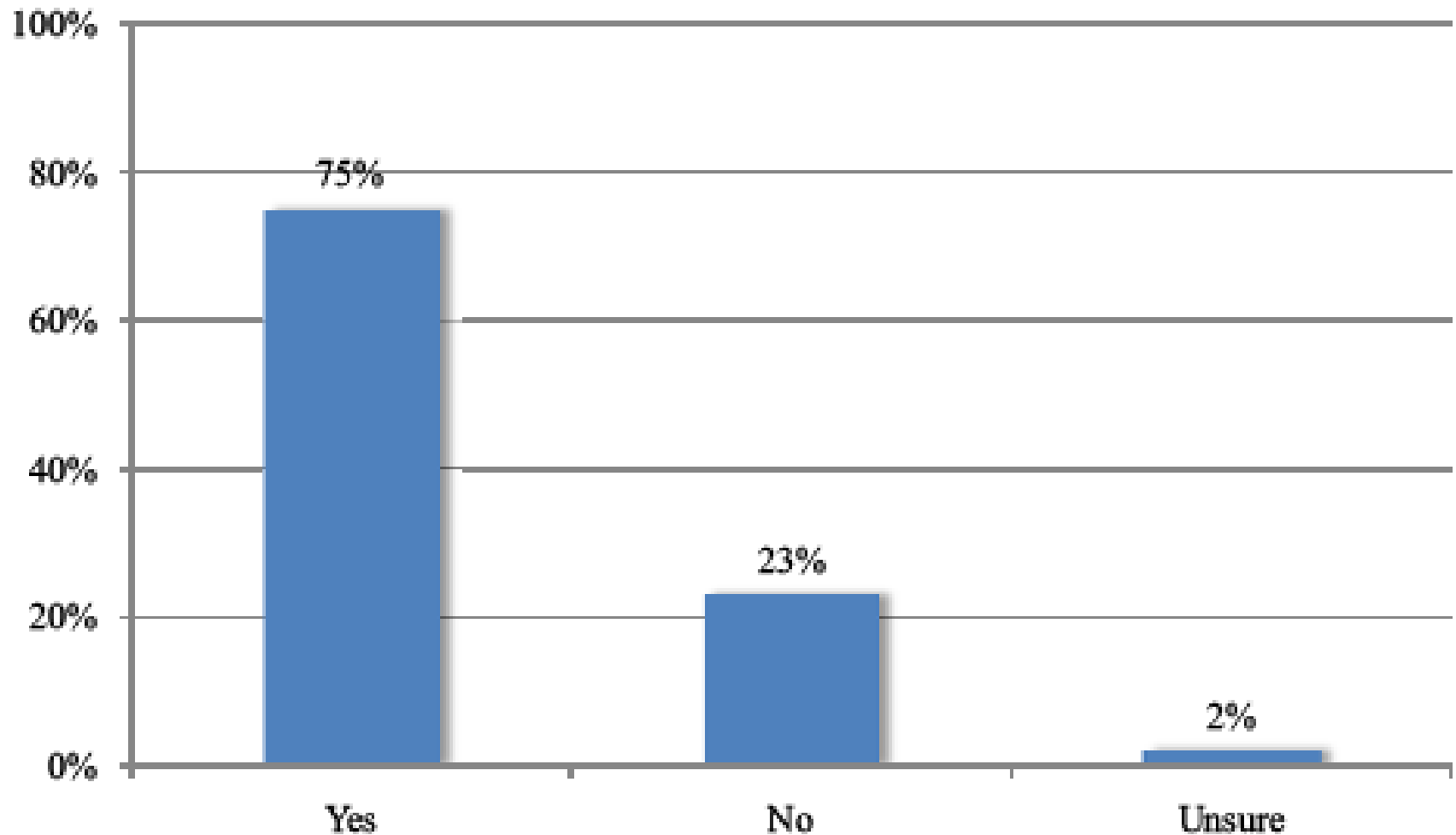
**Q1: Prior to your engagement in the Alternative Placements program, did your company have a way to actively recruit candidates with disabilities?**



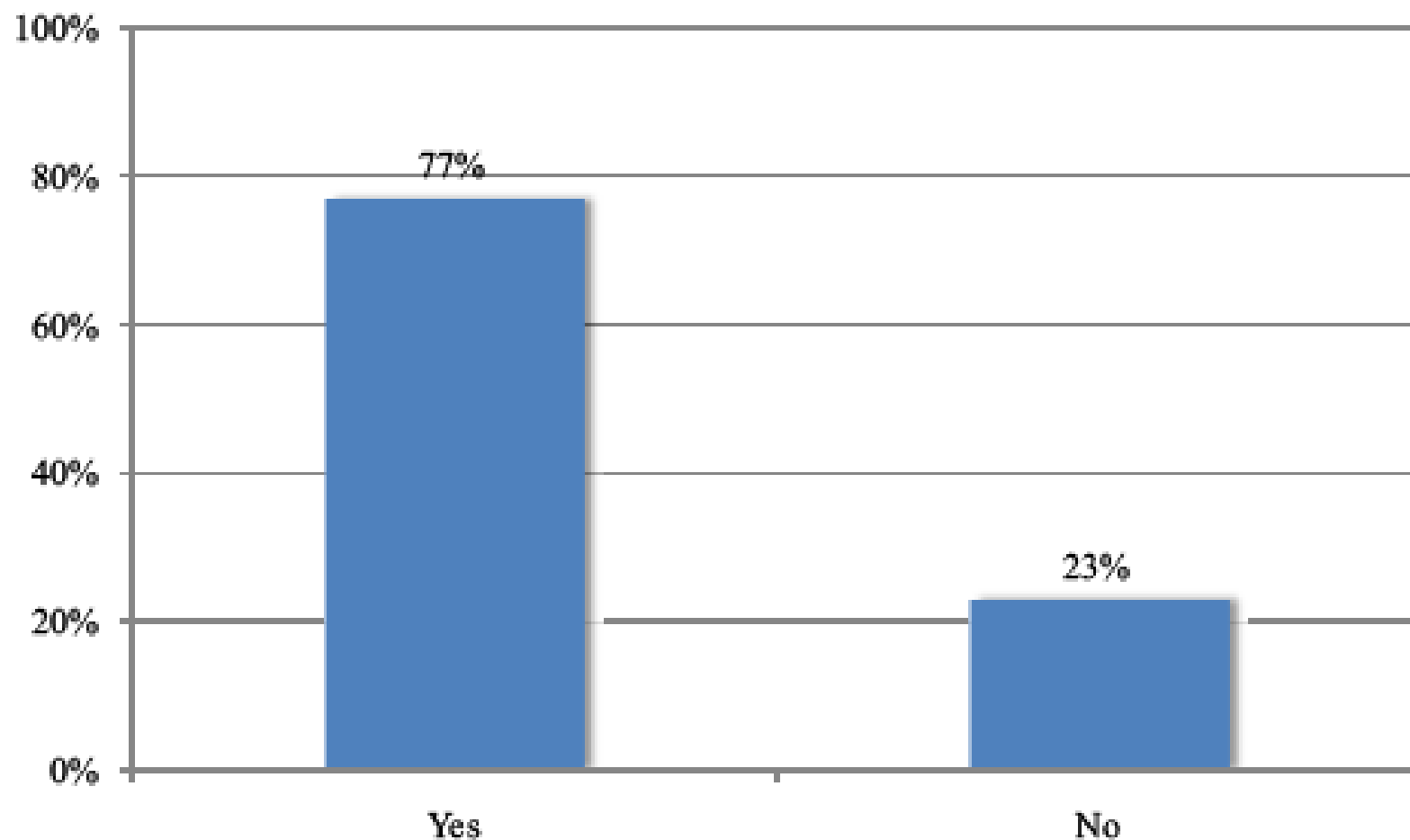
**Q2: Has your experience with Alternative Placements increased the likelihood you will actively recruit candidates with disabilities?**



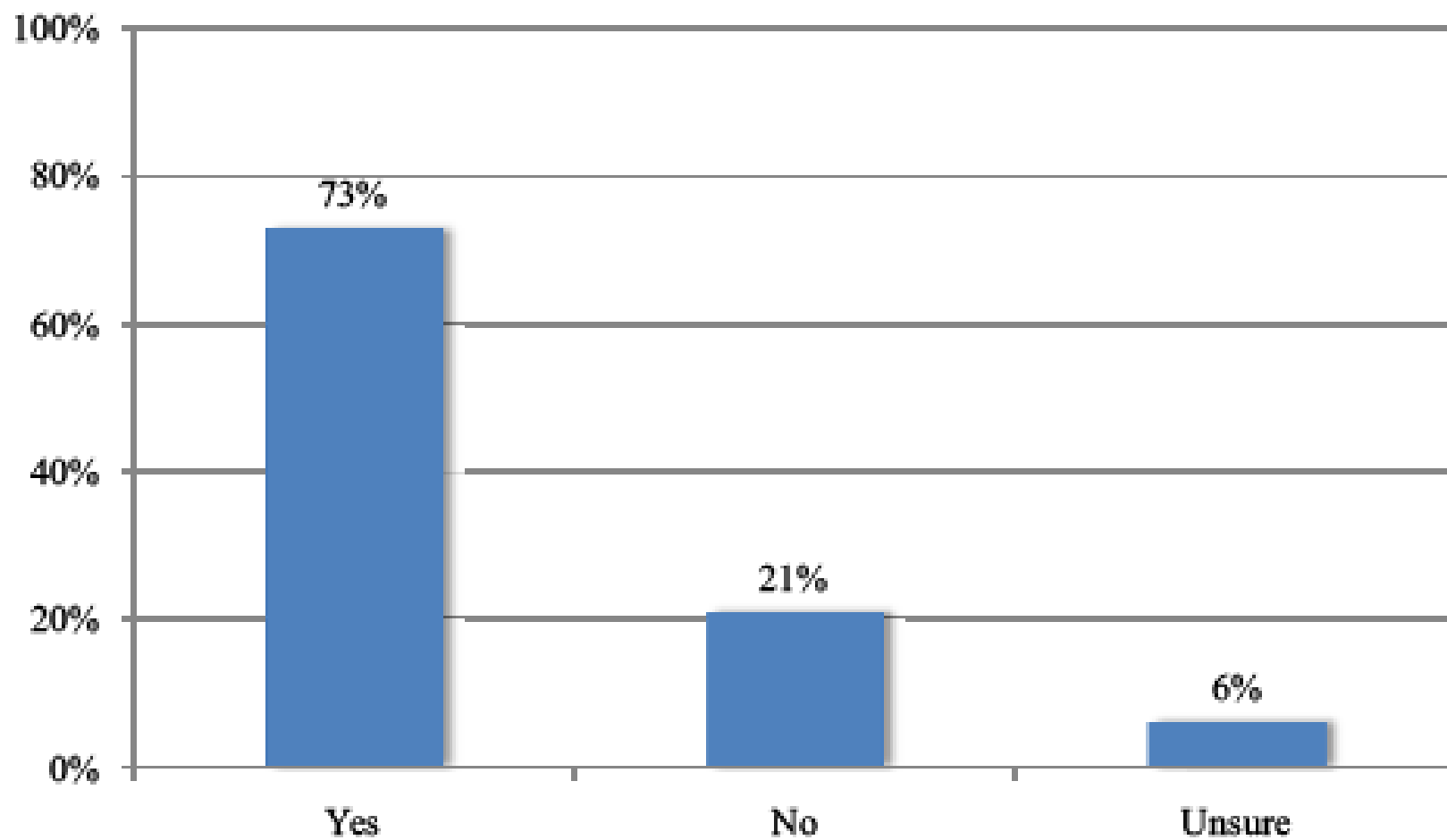
**Q5a: Have you developed a better understanding of how you can recruit and hire workers with disabilities?**



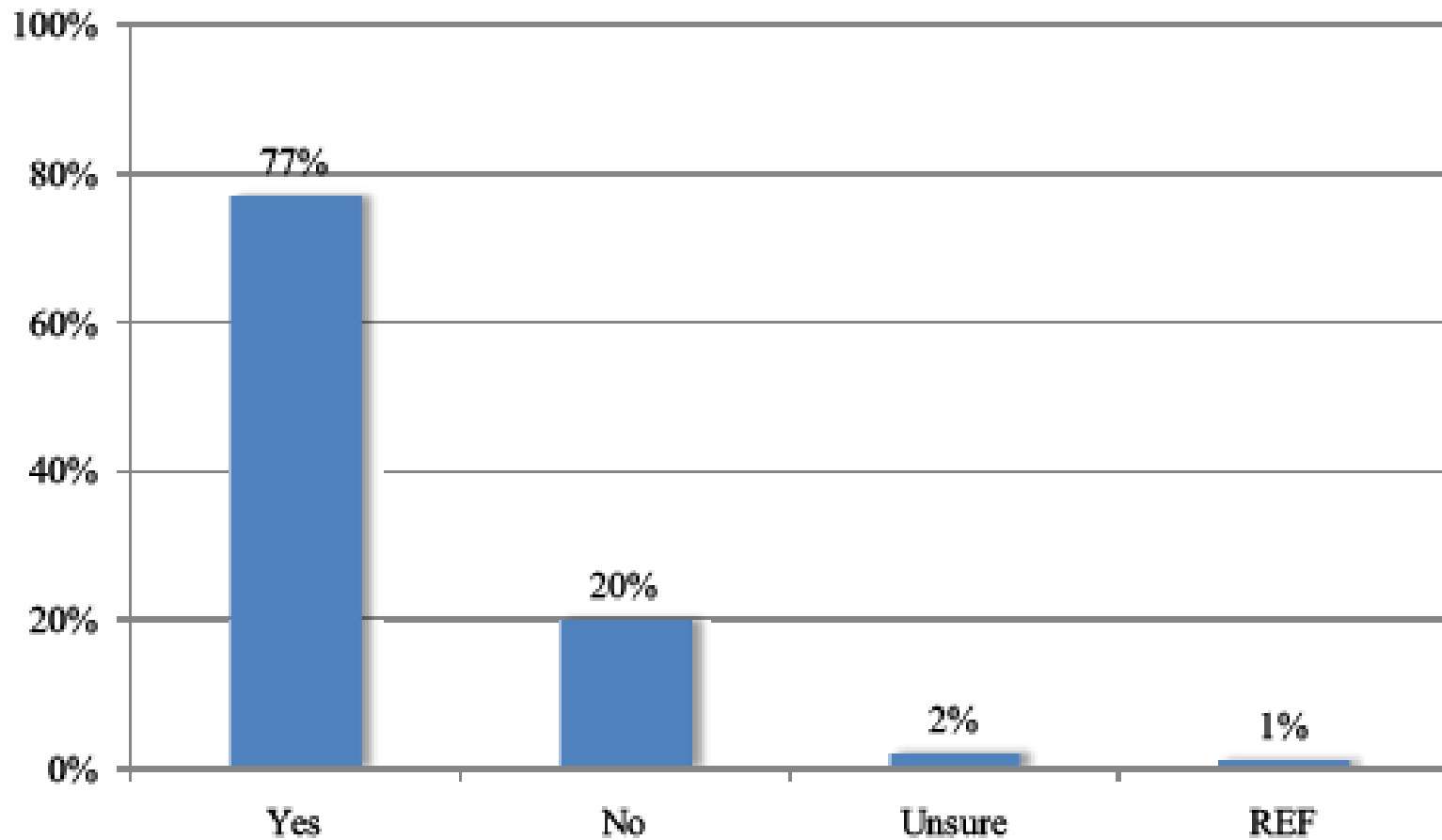
**Q5c: Do you have a better understanding of how to make accommodations for workers?**



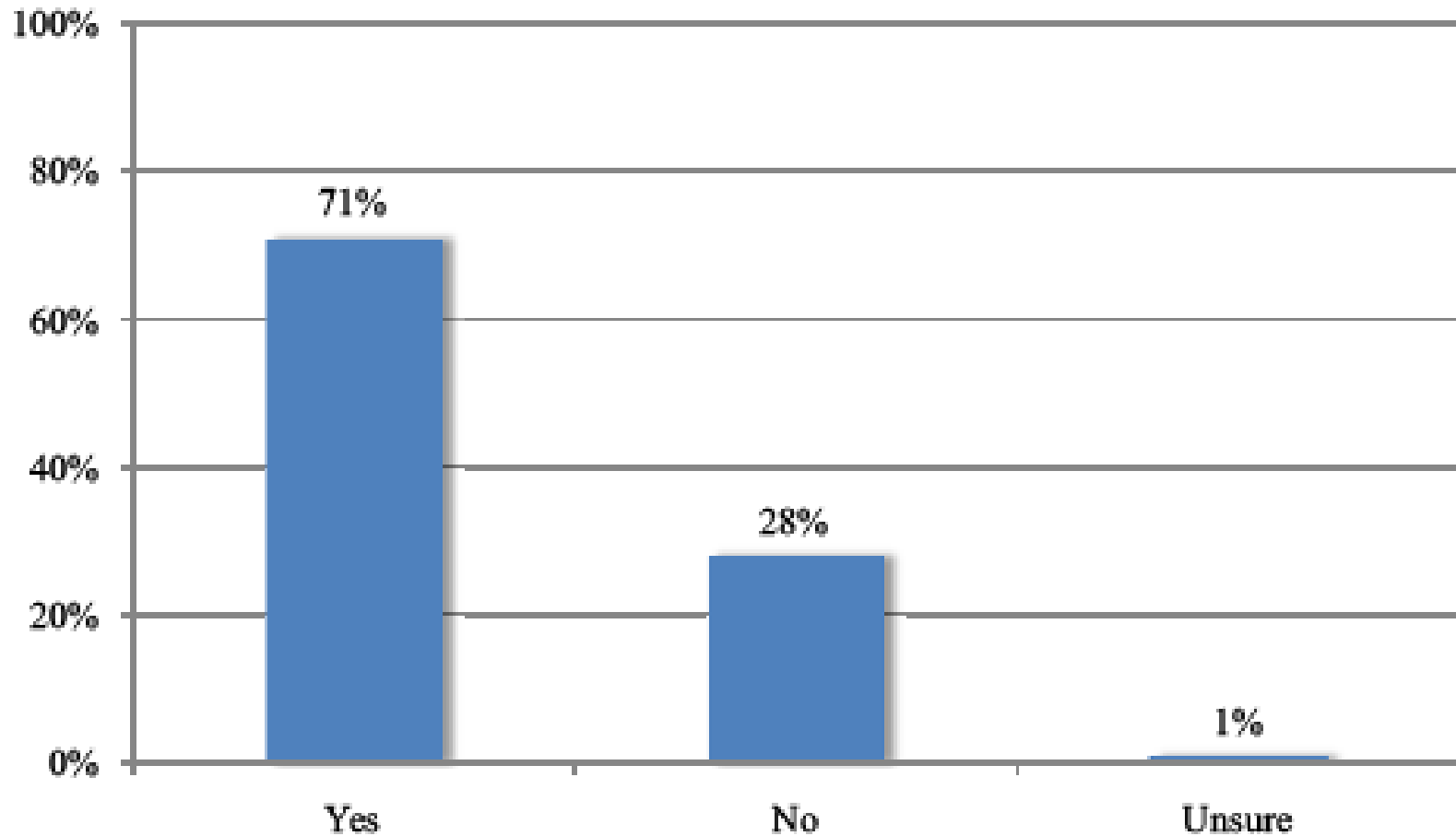
**Q5e: Have you developed a better understanding of how to provide support to workers with mental health challenges?**



**Q5d: Are you more comfortable in your role as an employer with regard to the ADA?**

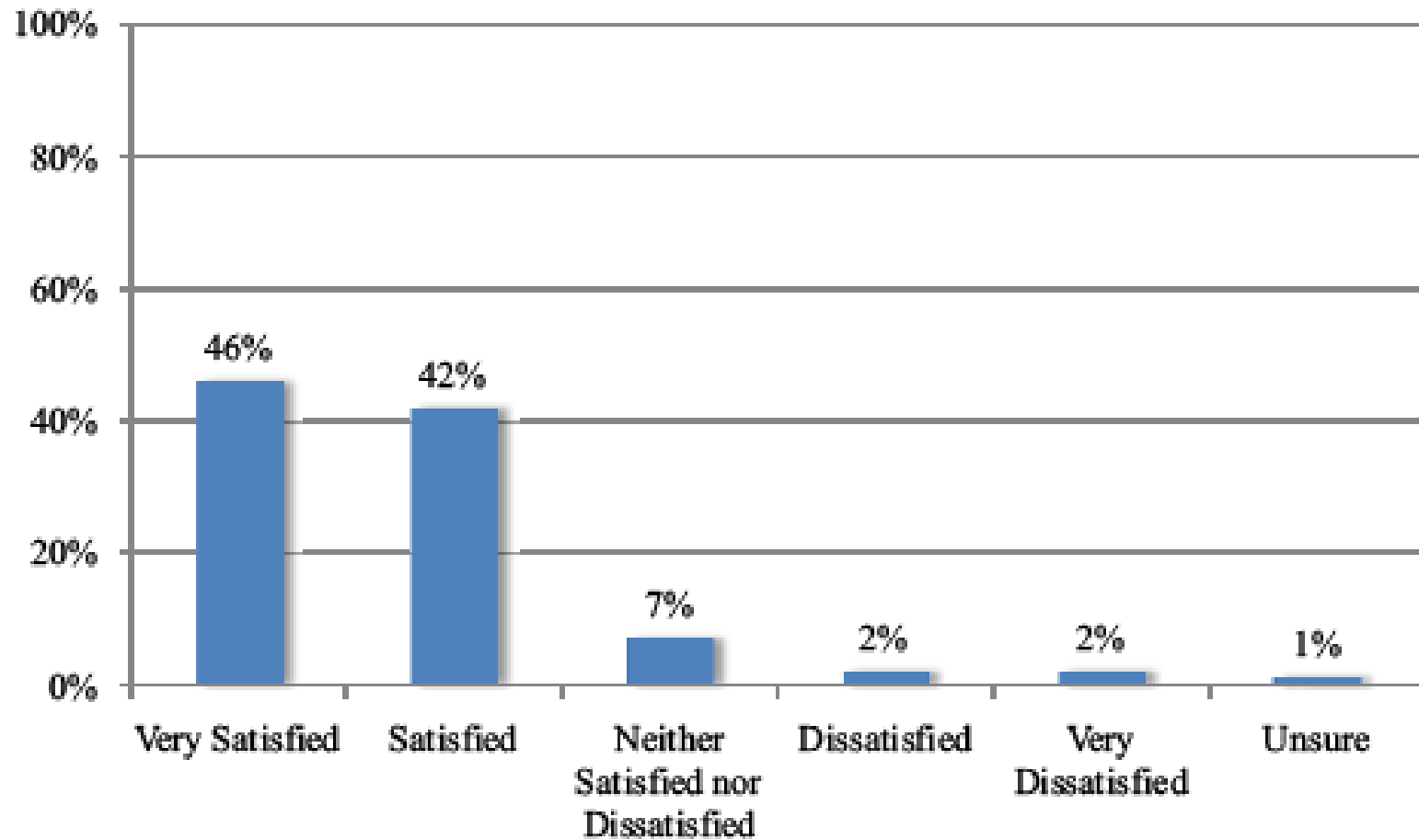


**Q12: Has the Alternative Placements program helped  
you develop better ways to manage workers with  
disabilities?**

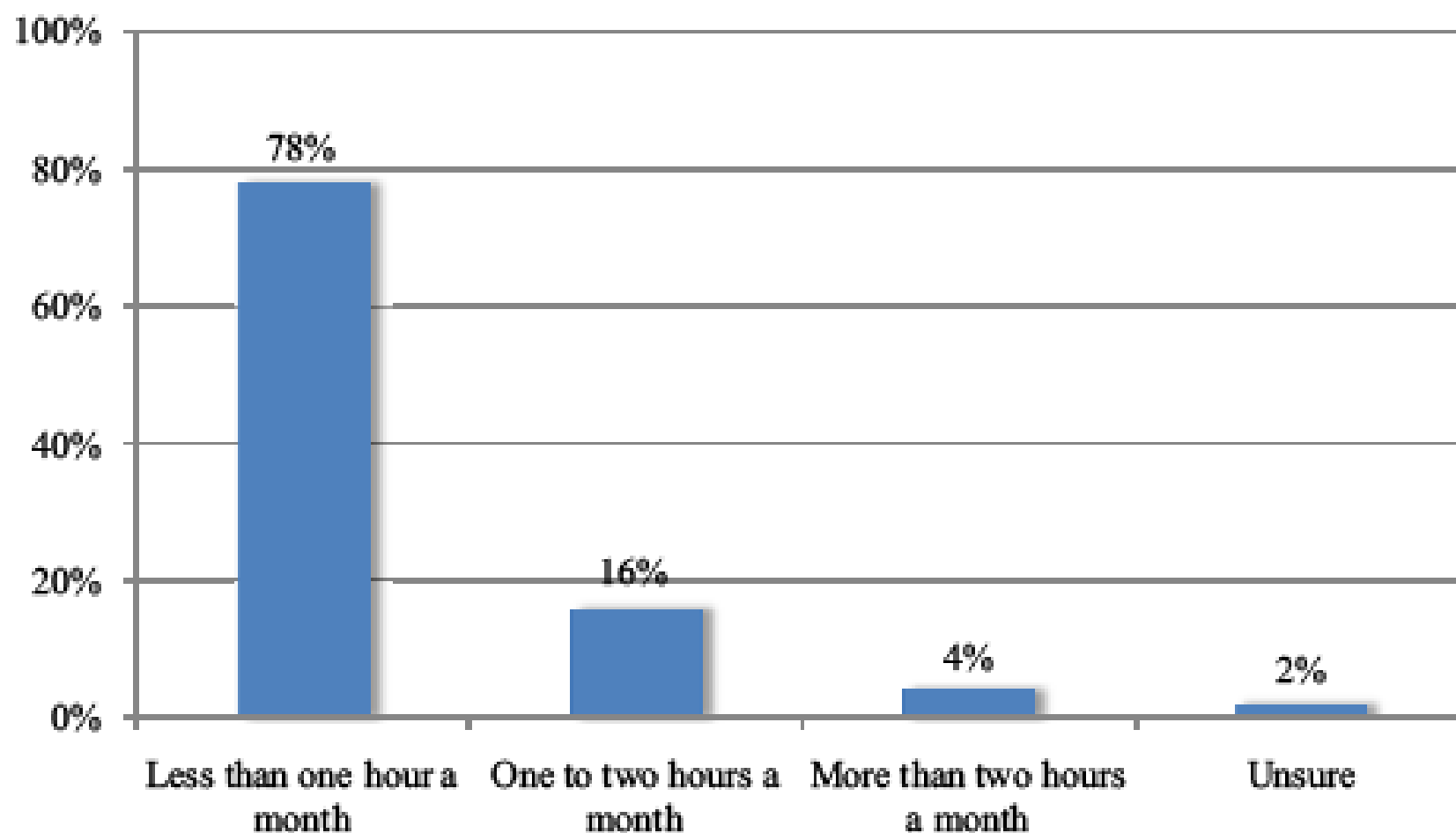




**Q16: Overall, how satisfied are you with the  
Alternative Placements program?**



**Q6d: How much effort has working with the  
Alternative Placements program involved?  
Paperwork.**





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# Case Examples

# “Joe”

- Pattern of losing jobs due to being “misunderstood” and “different”
- Feeling “rejected” and “terrified to return to a workplace” due to his experiences
- Finding the right environment was critical



# The approach for “Joe”

- Discussion of using a work experience to find the right setting
- Joe identifies an employer he feels comfortable with
- 6-week work experience arranged
- Employer recognizes his diverse skills
- On completion of work experience, employer hires for 20 hours per week, increased to 30 hours per week shortly thereafter





# Joe's feedback

*“I am in an environment that is not suppressive here and I am supported, and that makes all the difference. I was constantly taking a job because I had to and it was offered to me. The difference here is that both the employer and I went into this with no pressure and a desire for success and a common goal.”*



# “Mark”

- Convicted sex-offender with disabilities
- Extremely difficult to place due to high-profile case in the community
- Solid experience and skills in IT development and support
- Corrections steering him toward “any job” to meet requirements





# The approach for “Mark”

- 6-week work experience with a community non-profit
- They needed help re-vamping their aging IT infrastructure
- Not able to hire him due to budget constraints
- Willing to provide the setting and a reference



# “Mark” (continued)

- “Mark” completely fixes IT issues and builds a new network
- Another non-profit is looking to hire an IT person
- First non-profit provides reference and advocates with second non-profit
- “Mark” is hired at \$26 per-hour



# “Susan”

- 20 year-old single mother on TANF
- Very anxious about work
- “Pushed” into LNA training but felt uncomfortable providing elder care
- “Dream Job” was working with young children with disabilities
- Local program identified for work experience



# “Susan” (continued)

- Partnership between VR and Economic Services to leverage resources
- “Susan” starts with 6-week work experience
- Economic Services offers subsidized employment option
- “Susan” is hired





# Employer feedback

*"We were a little leery at first because she was very nervous, but during the last five minutes of the interview when she began to talk about her own child the nerves faded away and she shined like a diamond. It was in those last five minutes we knew this young lady had potential and that she deserved a chance."*





# Thank You

## Questions?

James Smith  
Budget and Policy Manager

Hugh Bradshaw  
Employment Services Manager

